



STATE OF WASHINGTON

## OFFICE OF GOVERNOR-ELECT JAY INSLEE RECRUITMENT ANNOUNCEMENT

### Chief Information Officer

#### About the Agency

The Office of the Chief Information Officer is responsible for the State's information technology (IT) strategic vision and planning, enterprise architecture, policy, and project approval and oversight.

The office is responsible for evaluating state agencies' IT spending and budget requests and establishing standards and policies governing the planning, implementation, and evaluation of major information technology projects.

#### About the Position

The general responsibilities of the CIO include defining a strategic direction and leading the implementation of enterprise architecture for state government IT; enabling standardization and consolidation of IT infrastructure to support enterprise-based system development; improving and maintaining service delivery; establishing standards and policies for IT services throughout Washington; establishing statewide architecture to serve as the organizing standard for state agency IT; ensuring cyber security; and the success of all IT projects for the state of Washington.

The Office of the Chief Information Officer has 18 employees. State government has more than 3,000 employees with IT job classifications spread across 52 agencies. About half of these employees are age 50 or over and 49% are eligible for retirement. The estimated spending on IT across all agencies is \$995 million; four agencies account for over 50% of IT expenditures.



State government faces IT challenges. A State Auditor's report released in September 2012 made it clear that there are opportunities to improve State and local government interactions with businesses, including creating a "one-stop" portal and improving agency websites by setting standards, achieving efficiencies and saving money.

#### Desirable Qualifications

An earned bachelor's degree from an accredited institution with at least seven years experience in a senior leadership role within a substantial and complex government agency, a not-for-profit or a for-profit corporation that involves leading a diverse staff and management of significant funds. A master's degree is preferred. Candidates should bring strengths in both external relations and high-level internal management, with an ability to balance the two.

The preferred candidate will have experience and demonstrated success in the following areas:

- Large-scale leadership and management experience.
- Ability to develop enterprise-based strategy for IT architecture.
- Ability to make sound decisions about technology investments and strategies, the management of technology projects and the operation of technology services.

- Ensure that technology solutions are implemented in ways that realize benefits and are within scope, schedule and budget.
- Strategic leadership and planning skills in a large, multi-service organization.
- Significant fiscal responsibility in a complex organization managing budgets, which include multiple sources of funds.
- Cultural competency which enables effective working relationships in cross-cultural situations.
- High level of integrity, ethics and transparency.
- Successful experience working with labor unions in an interest-based bargaining environment.
- Experience implementing LEAN management methods aimed at simplifying processes and reducing costs.
- Ability to implement executive and legislative policies and make internal policy decisions with large-scale implications.
- Successful experience working with business, labor, the legislature, tribes, community leaders and other stakeholders and partners.

### **Ideal Candidate**

The ideal candidate must be able to fulfill an enterprise policy leadership role while providing strategic direction and setting standards for IT systems in the State of Washington. Service improvements and cost efficiencies must meet high business standards for value, management, creativity and innovation.

The successful candidate will report directly to the Governor and serve on his cabinet. This position requires Senate confirmation.

For this important role, Governor-Elect Jay Inslee seeks a credible and unifying leader to bring change and innovation to the State and improve the performance of government. This job requires an energetic, visionary and effective leader. The overarching core competencies of the new administration are:

### **Leading Change**

- Creativity and Innovation: Ability to generate new and innovative approaches to problem solving that are effective and responsive.
- Flexibility: Adjusts quickly to changing priorities and conditions.
- Strategic Vision: Ability to translate big-picture vision and goals into plans that are realistic and effective.

### **Leading People**

- Build Talent Pools: Hire, mentor and develop a qualified, diverse staff.
- Results Driven: Measures success by outputs rather than inputs. Set high standards of performance.
- Lean Management: Streamline and remove processes that do not bring value to the customer.

### **Building Coalitions**

- Partnering: Builds alliances and collaborates across boundaries to build strategic relationships. Builds public trust in government.
- Business Acumen: Ability to manage human, financial and information resources strategically.

### **Application Process**

Persons interested in this position must submit a cover letter, salary history and a current resume.

If you have questions regarding this announcement, please call Marissa Karras at 360-956-1336. The position will remain open until filled; however the screening process will move quickly. The maximum salary for this job is \$151,705. The starting salary for this job may be less than the maximum amount. **Please submit your application materials as soon as possible to [marissa@karrasconsulting.net](mailto:marissa@karrasconsulting.net).**

The State of Washington is an equal opportunity employer and is strongly committed to enhancing the diversity of its workforce. We will provide assistance in the recruitment, application and selection process to applicants with disabilities who request such assistance.

### **Live and Work in a Great State**

Washington State offers a total work/life package of pay, benefits, flexibility and workplace opportunities to help you get the most out of your career and out of life. Washington State is a great place to work, play, and be a part of a community. Washington offers a quality of life that is unsurpassed. From the high-energy urban center of Seattle, one of the nation's top-ranked cities, to the more relaxed pace of our rural communities, Washington's distinctive Northwest lifestyle blends a progressive, creative culture with a casual nature.

The position is located in Olympia, the capital city of Washington State. Olympia is a vibrant city with a small-town feel conveniently situated between Seattle and Portland, Oregon. Mount Rainier and the rugged Cascade Mountains provide majestic scenery to the east while Washington's Pacific Coast is just an hour's drive to the west. Olympia enjoys the benefits of an engaged and educated community and a well-supported school system, augmented by two universities and a community college.